

XII. PERSONNEL STANDARDS

It is the policy of the State of Iowa to ensure that standards are set forth so that the personnel necessary to carry out the provisions of the Act are appropriately and adequately trained and prepared. Further, it is the policy of the State of Iowa to require certification, licensing, and professional recognition standards for all personnel employed to provide special education and related services that meet or exceed the highest requirements in the state applicable to comparable disciplines. These requirements are set forth in rules of the Board of Educational Examiners.

Iowa's standards for each profession and discipline are among the highest requirements in the nation. There are three types of instructional licenses. The provisional license is issued to someone who has completed a baccalaureate degree from a regionally accredited institution and has completed requirements for a teaching endorsement. The educational license is issued to instructional and support service personnel who have completed the requirements for the provisional license and can provide evidence of two years of successful experience. The professional license is issued to someone who holds or is eligible for the educational license, has completed a master's degree, and can provide evidence of five years of successful experience.

Because of shortages of personnel, conditional (temporary) licenses are issued to instructional and support services personnel. Both teachers and other support services personnel who are out-of-state applicants and applying for the initial Iowa license are required to meet the state mandated human relations requirement.

For instructional personnel, a conditional license is available for three years after which the applicant must be eligible for the endorsement and be recommended by the college/university to add to the provisional, educational or professional teacher license. All of these persons have at least a four-year college degree and a license to teach, although they may not hold the appropriate endorsement in the instructional area to which they are presently assigned.

Information required to determine the status of licensed personnel is on file in the Bureau of Practitioner Preparation and Licensure. The requirements of all state statutes and the rules of all state agencies applicable to serving children and youth with disabilities are considered in granting licensure to qualified individuals.

The Iowa Administrative Code authorizes the employment of and defines the positions for paraprofessionals and other special education paraprofessionals. Iowa's mandate that paraprofessionals complete preservice and continuing education specific to the functions to be performed. This rule specifies that appropriate training must be completed prior to the beginning of service. The rules also require that area education agencies (AEAs) have Comprehensive System of Personnel Development (CSPD) plans to describe procedures and activities to ensure an adequate supply of personnel including paraprofessionals. Paraprofessionals are to be provided with continuing education to enable them to meet the needs of children and youth with disabilities who are eligible for services.

Legal References

Federal Requirements

20 USC 1412(a)(15).....Personnel standards
34 CFR 300.135.....Comprehensive system of personnel development
34 CFR 300.136.....Personnel standards

Iowa Requirements

Iowa Code 282-14 - Issuance of Practitioner's Licenses and Endorsements
Iowa Code 282-15 - Requirements for Special Education Endorsements
Iowa Code 282.16 - Occupational and Postsecondary Endorsements and Licenses
Iowa Code 282-17 - Renewal of Licenses
Iowa Code 282.20 - Evaluator License
Iowa Administrative Rules of Special Education
 Division III Personnel 41.8-41.10